

University at Albany, State University of New York
Fall Meeting of the Faculty
October 16, 2008

MINUTES

1. Call To Order By Senate Chair John Delano

Good afternoon. It's a pleasure to welcome you to the Fall 2008 Faculty Meeting at the University at Albany. My name is John Delano. I'm a Distinguished Teaching Professor, Chair of the Senate this year, and would like to begin today with a couple of items before we move on to the corner stone of the meeting which, of course, is the address from President George Philip. I'll begin and end today's meeting with a couple of quotations, because I find that as I get older and my RAM diminishes, axioms become more and more important because they take less and less space. One of them would be the following, and the author of this particular one is unknown, but I think it is germane to the circumstances that we find ourselves in. It goes the following: "Be thankful for problems. If they weren't so hard, someone else with less ability would have your job." The other one from Richard Wilkins is "Miracles start to happen when we give as much energy to our dreams as we do to our fears."

I direct your attention, as you came in the room today, there are many handouts that are on the agenda. I refer you to them. Just a very brief mention of things coming up. Last year, the Senate, under the excellent leadership of Reed Hoyt, and the officers of the Senate dealt with 34 Senate bills, and also three resolutions. This year also we expect to be busy. A synopsis of some of that legislative activity is given on the back of the agenda that you received today. More details are available to you at the Senate web site.

Please stay alert for information of an interim report coming shortly from the First Year Experience Task Force that was set up by Provost Susan Phillips and has worked through the summer and through the fall, and will be submitting a task force report on the First Year Experience, Freshman Year Experience.

Excellence award nominations will be coming up shortly. Excellence awards for Support Service, Professional Service, Librarianship, Academic Service, Research, Teaching, these excellence award notices will be coming out. Please think of people who are qualified to be nominated for those. In addition, there will be nominations, will be called for promotions to distinguished ranks. The distinguished ranks are for Librarianship, Teaching Service and Research.

2. Approval Of Minutes

Our next item on the agenda is approval of the minutes of last spring's meeting. Are there any changes, revisions, omissions, to be noted for the minutes that are before you from the spring meeting? Seeing none, is there a motion to approve the minutes from April? Motion seconded? Seconded. Thank you. All in favor, all opposed, abstentions? Thank you. Minutes approved as written.

3. Moment Of Silence For Deceased Colleagues

Our third item on the agenda is to recognize deceased colleagues. And as I do that, I read the following excerpt from a poem by Lord Alfred Tennyson:

They are not here; but far away
The noise of life begins again,
And ghastly through the drizzling rain
On the bald street breaks the blank day.

As a symbol of our appreciation for their dedication and efforts on behalf of this institution, and for the individuals that they were, I will ask for a moment of respectful silence for the following individuals: Robert Anderson, Walter Balk, Ellen Ervin, Roy Klages, Akiho Miyashiro, Charles O'Reilly, Robert Thorstensen, and Rita Warren. (Silence) Thank you. We were privileged to know them and to have them as colleagues.

4. Introduction to Interim President George M. Philip

The cornerstone, of course, of today's meeting is the report from Interim President George Philip. George was appointed by the SUNY Board of Trustees in November of 2007. He's an alumnus of the University at Albany, having received his Bachelor of Arts and Masters from the University at Albany. He also has a law degree from the Western New England College School of Law. Prior to George being here, he chaired the University Council for over twelve years. He was chairman of the 10th largest retirement, public retirement fund in the United States for the New York State Teacher's Retirement System, where he oversaw, as the Chief Investment Officer, a fund of over \$100 billion. We were very fortunate then that George would accept our request, our nomination to serve as Interim President. We are privileged to have George here. So without any further ado, I'll introduce to you Interim President George M. Philip. (Applause)

5. Report To The Faculty By Interim President George M. Philip

That \$110 billion is about fifty-five now. Thank you John and welcome everyone. I hope that before we get this started that everybody had a healthy dose of caffeine because I could barely carry this speech up to the stage so it's, you're gonna be here for a while.

I'm pleased to see so many of you here today as we begin another academic year. I have served as your interim president for a full year now. During this time, I've had the opportunity and the great privilege to become even more deeply involved in the life of our University. I've been getting to know and work with many of you, becoming more familiar with our outstanding academic and research programs, and witnessing firsthand the commitment of our tireless faculty and staff. It has truly been an extraordinary year for me and for all of us as we continue to work together to move forward at a time that will both challenge and shape our University's future perhaps like no other before.

First, I want to take this opportunity to offer my thanks and appreciation to all of you, our intellectually strong, creative and dedicated faculty, our enormously talented and committed staff, our energetic and scholarly students and our loyal and generous alumni and friends. Collectively, you are the heart of the University, making us distinctive and strong and the key to an even brighter and better future in the years ahead. This is an opportune time for us to offer special thanks to our extraordinary and dedicated faculty for their outstanding service both in the classroom and in the pursuit of their scholarly excellence. You are the lifeline of the University through which all knowledge, discovery and learning flows.

In particular, I would like to extend my deep appreciation to the department chairs who just completed their service as well as to those chairs continuing or just commencing their service. In taking on this major commitment, your leadership and dedication is invaluable to advancing the University's academic mission, for which we are most grateful. With the chairs who just completed their terms and those continuing or commencing their service, please stand so we can express our gratitude. (Applause) Thank you very much.

This year we are fortunate to welcome our new faculty and professional staff, many of whom are with us today. Please join me in welcoming them into our University at Albany community. (Applause) Congratulations also to our colleagues who were promoted or tenured over the past year. Let's give a warm round of congratulations to all of them. (Applause) We weren't sure how many were going to show up so that's why we didn't ask them to stand. Thank you. Finally, I'd like to express my thanks and gratitude to the Senior Staff, Deans, the University Senate, union leadership and student leadership.

The professionalism, skill, dedication and collegiality you bring to the University each and every day is simply unparalleled. Please rise at this time so we can express our thanks for your service. (Applause) Thank you. This institution owes you a debt of gratitude for your leadership and unwavering commitment.

Today, I'm going to talk about our remarkable achievements as well as some of the realities we face with regard to the economic challenges impacting our state, nation and indeed the world. Let me begin with some good news. Together we have gotten off to a great start to this academic year. I want to share with you a few highlights and items of interest from just the first few weeks.

First, for the first time in the history of our University, our overall student enrollment has exceeded 18,000. This includes 2400 academically strong freshman and another strong incoming core of graduate students. My thanks to Vice Provost Wayne Locust who is doing an outstanding job of leading Enrollment Management.

We launched the new \$1 million NSF funded Center for Science Technology, Engineering and Mathematics under the direction of Rabu Musah of the Chemistry Department. Officially known as the Center for Achievement Retention and Student Success, or CARSS, its goal is to strive to strengthen the US workforce and research sectors, and to provide a new model for higher education nationwide that helps reverse the problem of low enrollment in stem(?) majors.

During the first full week of the fall semester, we celebrated the completion of our beautiful new entry plaza, a vibrant center, a central gathering place and much needed gateway to our University. This park like setting is equipped with benched seating, WiFi access, ornamental trees and spectacular walk-through fountain which some of you joined me in crossing during our August celebration. In addition to serving as a proud front door for our outstanding faculty and research, you will be pleased to know that we are already hearing from visiting prospective students and their families how attractive the Entry Plaza is. This is something Vice Provost Locust will tell you is a critical first impression in our student recruitment efforts to bring the best and the brightest to Albany.

Two week ago we marked the first step of another critically important milestone. Joined by our Capital Region legislative delegation we held a dedication ceremony, that, in which we unveiled the future site of our \$54 million new School of Business building. We expect to have an architect in place by February and to break ground in early 2011. A new Business building will no doubt position us to compete more effectively with other prominent business schools for outstanding students, stellar scholars, and improve our teaching, learning and research environments.

We announced the appointment of a new energy officer, Indu, who will play a major role in supporting the University sustainability objectives, including its Go Green initiative. Through Indu's efforts, the University will reduce its carbon footprint with energy conservation, technologies and policies that will enable us to be a good steward to our environment and realize substantial financial cost savings along the way.

We must also recognize and acknowledge the tremendous spirit and contributions of the UAlbany students. For example, the Senior gift, a more than 110 year old University tradition is a way for our students to give back to UAlbany. As a parting gift, the class of 2008 contributed \$16,000 towards the purchase of a new ambulance for our student run, Five Quad Volunteer Ambulance Service. A very special thanks to Vice President Christine Bouchard, who is doing a remarkable job in supporting all of our students and preparing them to succeed in life. (Applause)

Now, for the less than good news. Budget challenges. While we continue to make great progress, we are confronted with new and extraordinary challenges. Let me now turn to an update on the State budget shortfalls and the impact they are having on our campus. As you know the reductions in the 2008-2009 State budget adopted earlier this year, along with subsequent spending caps proposed by

Governor Paterson in May have already adversely affected our campus by \$4.7 million. In late July, Governor Paterson, sighting further deterioration in the state's economy, and declaring that New York is now in a recession, called for an additional spending reduction of seven percent for all executive agencies, including the State University. SUNY continues to work with the Governor's Office and the Division of the Budget in an effort to mitigate the proposed reduction. However, if fully implemented, a seven percent cut would potentially result in an additional \$96.3 million reduction in State support across SUNY and its campuses. Looking further out, Governor Paterson, in early September, called for a zero growth budget for next year. If enacted, this would effectively result in a fourth budget reduction for the State University and UAlbany, given that expenditures such as inflation, energy increases and collective bargaining agreement costs would presumably not be included in SUNY State support for 2009-2010. That is a significant number folks, \$78 million is the State, is the salary increase statewide. Only two weeks ago, the Governor called the State Legislative leaders to return to Albany for a special session of the Legislature on November 18th with the goal of cutting an additional \$2 billion to address the further weakening in the State revenue collections. If the State University spending plan is part of these negotiations, it's quite conceivable that our University could experiences five budget cuts within a twelve month period. Unfortunately, the overall financial impact of the proposed seven percent reduction, next year's zero growth budget and the outcome of the November special legislative session on the University's campus financial plan remains unclear at this time. The SUNY Board of Trustees are expecting to clarify for campuses how the State University will be moving forward on these fiscal matters at a November meeting. Clearly, if further budget reductions are implemented, absent adequate relief, the University's ability to deliver many fundamental academic and student services will be seriously compromised. I want especially to thank Kathy Lowery, our Vice President for Finance and Business, for her leadership during these challenging times. Kathy has been working tirelessly trying to assist us in getting the best deal possible. We happen to have the best Chief Financial Officer in the system. (Applause)

As a result of this fiscal uncertainty, it is imperative for our campus to take proactive and prudent steps in anticipation of a challenging financial environment for the remainder of the 2008-2009 and next year, 2009-2010 school years. To this end, the campus is working diligently to develop a fair and practical financial plan, one that will enable us to weather these difficult times while protecting our core academic and student focused mission. As you know, one important element of the plan includes a hiring freeze policy which went into effect on October 1st. I know how very difficult this is for all of our divisions, colleges and schools, but it is a necessary step we must take. While these are without question difficult times, I am committed, as I know you are, to continuing the University at Albany's tradition of excellence that we have worked so hard to achieve. The great strength of the University has always rested with our faculty, staff, students and alumni. I am confident that together we will work; we will once again use our collective resolve to address and overcome these difficult challenges and to continue to build a great university for years to come. I will be asking for a faculty and staff panel to help me review our options for the budgetary challenges we face. As we move forward in addressing these precarious budgetary issues, we must continue and strive to sustain our excellence even given the prospect of fewer resources. We need to do more with less and we've done a great job with less for a long, long time. So, we've got to continue to do that. It should come as no surprise to many of you that our faculty are already doing this. I see this everyday in our classrooms, our lecture centers, our research labs, our departments, and throughout all of our colleges and schools across campus. Using ingenuity and creativity, our faculty has achieved great success with entrepreneurial approaches, innovative thinking and the power of partnership. For example, our recent global health initiative, our new Peace Corps Masters Program, and our new JD/MBA with Albany Law School demonstrate how our schools and colleges are continually forging alliances and creating new opportunities for learning and discovery for our students without a significant infusion of new funding. A timely example of faculty innovation and entrepreneurial success can be found in the University's two year old program in financial market regulation. Clearly ahead of their time, our faculty from the Rockefeller College, the School of Business, the College of Computing and Information have teamed up with Albany Law School, the financial industry, law firms and regulatory organizations to establish a pioneering educational and research program and financial market regulation. The FM (?) program is now producing graduates for the State

of New York and the nation who will strive to protect our financial markets from the types of market destructions that are currently destabilizing our state and national economies. These are just a few of the countless examples of our faculty applying imaginative, interdisciplinary solutions and partnerships with other faculty, departments and external stakeholders in the pursuit of academic excellence. We are a resourceful university and I know we will weather the current budget climate and continue to thrive.

However, the fact that we are creative, innovative and entrepreneurial and we are achieving academic excellence without a commensurate level of investment is no excuse for not adequately funding our University, especially in times of economic trouble. At a conference earlier this month on the global economy, Carl Hayden, Chair of the SUNY Board of Trustees, warned that the State's plan to reduce SUNY's budget would not help in a time of recession. Quoting Carl, "The future belongs to those who best create, nurture and commercialize intellectual capital. You cannot cut your way out of a recession; you must grow your way out." I couldn't agree with that more. Our University is precisely where such investment must occur, if for no other reason because we are an economic engine for the Capital Region and the State of New York. We educate and prepare the next generation of leaders in the public and private sector. We research, discover, and develop scientific breakthroughs and advances that are changing the world. And we drive the knowledge based innovation economy that will transform the 21st Century as we know it. Our own College of Nanoscale Science and Engineering led by Alain Kaloyeros, Senior Vice President of the College, is a shining example of how SUNY can foster economic development. In less than a decade, CNSE has become the number one college in the world in nanotechnology while partnering with over 250 global corporate partners. It is a major reason why AMD decided to build its next generation, \$4.6 billion megafab in the Capital Region. While we will continue to appeal to the State's policy makers for adequate investment for these reasons, it is clear that we must also strengthen our efforts to attract additional private support for UAlbany. Under Vice President's Fardin Sanai's Leadership, the tradition of philanthropy continues at UAlbany with renewed purpose and a sense of urgency. To this end, we have raised two million in private support for the School of Business, and we are well on our way to reaching our goal of \$10 million. We have established 15 new endowed scholarships. The UAlbany Fund raised a record \$2.6 million last year and we are aggressively pursuing other new opportunities for private giving for all of our colleges and schools. Also we have secured over \$800,000 for athletics to support our student athletes and programs which are thriving and winning under Vice President Lee McElroy's leadership. Clearly, as State support continues to erode for the State University our university wide development efforts will become even more important as we look for alternative sources of funding to support our faculty and students.

Even during these challenging times, it is vitally important that we look forward. In fact, we have two important initiatives underway that will help us define our future. First, led by Distinguished Teaching Professor, Steven Messner, and Distinguished Teaching Professor and Vice Provost for Undergraduate Education, Sue Faerman, faculty and staff are now working on the Self-Study of our institution. This is an important first step in the process of reaccreditation by the Middle States Commission on Higher Education, an essential milestone for our University. Second, the Going Forward Plan led by our outstanding Interim Provost, Susan Phillips, and Susan is doing a terrific job (Applause) is bringing together our campus community to create an updated vision of where we would like the University to be over the next three to five years. And third, one of UAlbany's great strategic assets is our faculty engagement with our community partners. Interim Provost Phillips and I have launched a steering committee on community engagement, co-chaired by Vice President Lynn Videka and Associate Vice President Miriam Trementozzi to further advance this important work. Together, these processes provide an opportunity to reflect on our past, evaluate our present and shape our future. I very much appreciate the time and effort so many of you have given and contributing to these endeavors.

Diversity. As I highlighted in the Spring Faculty address, diversity is an essential part of our great University. It enriches our learning and discovery each and every day and is central to our success. Within a few weeks, we will be administering a campus climate survey, the next phase of the University-wide diversity audit. I want to take this opportunity to underscore the importance of your involvement in this process and to encourage you all to participate in this survey. I also want to extend a special thanks

to our Chief Diversity Officer, Tamra Minor, and to everyone who is contributing to our campus-wide diversity efforts. (Applause)

The question that many of you have, the search, excuse me there's more than one. Clearly we have had an extended period of leadership transition, both on our campus and at the State University. I bristle at the fact that we have been leaderless, but transition is better. With regards for the search for a SUNY Chancellor and our next President, I can tell you that both search committees are continuing their work in identifying the best candidates for the jobs. Carl Hayden, Chair of the Chancellor's Search Committee, has shared with me his view that it is better to take a little extra time necessary to make sure we have the right person for the job and I couldn't agree more. This is a critical job during a very critical period and it's important that we have a strong and assertive Chancellor. As you know our search for a permanent president has been reinvigorated with the hiring of a new search firm and prominent higher education advisor, Steven Portch. Having worked with the members of our committee previously, I can tell you that they remain fully committed to identifying and recruiting the best possible candidate to be our 18th president.

While we face unprecedented challenges, the fact remains that we have a great deal to be proud of as an internationally recognized, research intensive, public university. There is strong evidence that the breadth and global impact of UAlbany's research and scholarship is increasingly being recognized. First University at Albany faculty attracted nearly \$392 million in research funding in 2007-2008, an all time high and an increase of 39% from the previous year. Most impressively, the National Science Foundation ranked UAlbany's 2006 research expenditures as 15th in the nation among universities without a medical school. This ranking reflects strong growth in the Nanoscale Sciences and Engineering research programs, the re-assignment of several public service programs from SUNY Central and overall steady growth in the University's core research programs. I want to thank VP Lynn Videka for her leadership in advancing and supporting our university-wide research agenda. (Applause)

I would also like to highlight some of our many faculty success stories. Ben Shaw of the School of Public Health received a \$1.2 million grant from NIH to study how health behaviors and life styles evolved during old age in the United States and Japan. I think I'm subject to that study. Abbe Herzig of the School of Education won a \$1.7 million award from NSF to promote diversity in graduate education in the Mathematical Sciences. Melinda Larson, in the College of Arts and Sciences, Department of Biology, received \$2 million in two grants to study the structure and function of the salivary glands. Robert Apel, School of Criminal Justice, was awarded a grant from the National Institute of Justice to study the effect of criminal justice involvement in the transition to adulthood. Don Siegel, the new Dean of the School of Business, received a grant from NSF to study the performance of tech parts. The Center for Social and Demographic Analysis was awarded a new five-year infrastructure grant from the National Institutes of Health. The College of Nanoscale Science and Engineering secured \$900,000 from the National Institute of Standards and Technology to establish the Center for National Competiveness and Nanoscale Characterization. And just last week, we received word of a new, major \$16 million grant to the School of Social Welfare from the US Children's Bureau to enhance the child welfare workforce through leadership development, systems change and effective workforce practices. (Applause).

Of course, not all of our outstanding scholarship happens with external funds and we are enormously proud of our noteworthy scholars and authors, such as Professor Helene Scheck in the College of Arts and Sciences' Department of English who just published a new book, Reform and Resistance with SUNY Press; and Professor Roger Stump in the College of Arts and Sciences' Department of Geography and Planning whose book, entitled Geography, Religion, Faith, Place and Space, was recently selected to serve as a conference catalyst by the American Association of Geographers. Of course there are dozens more examples of fine work. UAlbany is truly among the leading public research universities in the nation, a reflection of the excellence of our faculty. Even in the challenging economic times to come, we must work to preserve our core research capacity and productivity. It is because of you we are making a real difference in the lives of future promising scholars, offering new and exciting opportunities for our students who wish to learn, to explore and to reach higher. Like Professor Terry Harrison, who

teamed up with students to create a web based project call Connected Kids to link parents and kids to services and programs. Like Professor Gary Kleppel, who invites students to study ecosystems and sustainable farms. Like Distinguished Professor Kajal Lahiri, who co-authored a paper with graduate student Shu Wongshemung Zhang,(?) I apologize for that, which is up for the best paper in the Journal of Econometrics. And like Christine Haile, the campus CIO, who has been instrumental in reaching out to students in new and expanded ways to identify and address their ever changing IT needs. Like Distinguished Teaching Professor and Senate Chair John Delano, who personally hosts students at his home to learn about sustainable initiatives and renewable technologies that are making our world more environmentally responsible. You provide our students with strong foundations for success and advanced knowledge through your life enhancing research. You inspire and motivate others in our shared pursuit of new knowledge and discovery. And you are the driving force behind the information based knowledge economy for our region and State. Even in difficult times, you continue to work to advance our mission of excellence which is the hallmark of the University at Albany. Thank you for all you do. (Applause)

I hope you all got coffee before I started here. Before concluding I want to share a couple of campus invitations. Please join me on the podium tomorrow at noon for an all campus event to rededicate the carillon, cider and doughnuts, that's not too bad. You are also invited to our third annual Reaching Higher, Achieving More Luncheon on Friday, October 24th. The free luncheon starts at 12:30 and will be held here, in the Campus Center Ballroom. It is a great opportunity to meet and hear from several of UAlbany's most celebrated alumni. On the following day, Saturday, October 25th, I hope that you will be able to join me as we welcome back an old tradition to this campus, UAlbany Day, one of the most exciting initiatives led by our Interim Vice President for Media and Marketing, Catherine Herman. Come and experience more than a dozen displays of UAlbany scholarship and research on cyber security, robotics and cancer as well as original Andy Warhol Polaroids at the Art Museum, a roundtable discussion with our legislative delegation, a forum on how forensic DNA scientists solve crimes and much, much more. We also have our homecoming football game that will close with fireworks afterwards. Many thanks to all of you who are making sure that UAlbany Day is a great success, and it takes a lot of you, so thank you very much.

Graduation is of course a special occasion here at the University, one that provides us with a renewed sense of purpose and place. I hope to see all of you again at our formal ceremony on December 7th.

Last, as we embark on our 165th year of our founding, I end as I began, by expressing my sincere thanks to all of you across this beautiful campus for your continued commitment to building a great university. Since 1844, we have come so far, although not without our share of difficulty and challenge. Today we are in the enviable position of commanding national and international leadership stature in a number of our programs, as well as with many of our faculty, students and alumni. Thanks to your efforts, day after day, we are creating an academic environment that will sustain and surpass the level of achievement which we are so proud of. While we face many challenges ahead, I am confident that with our steadfast commitments to this institution, our shared determination and purpose, and our never ending pursuit of excellence, we will ensure the University's best and brightest days lie ahead of us. Thank you very much. (applause) I was told not to do this but are there any questions? (Pause) Ok, you've had enough.

6. Other Business—Senate Chair Delano

Thank you very much George, President George M. Philip, for your address, thank you.

Is there any other business that needs to be done for today? (Pause) Seeing none, I will end today's meeting with the following quotations that I warned you we would end with at the beginning.

First, "A pessimist is one who makes difficulties of his opportunities, but an optimist is one who makes opportunities of his difficulties."

Theodore Roosevelt said, and perhaps germane to the final comments made by President Philip, "We see across the dangers of the great future, and we rejoice as a giant refreshed. The great victories are yet to be won, and the great deeds are yet to be done."

7. Adjournment

Is there a motion to adjourn? Seconded? We are adjourned. Thank you very much for coming.